

4-14-85

#533

LIBRARY
INSTITUTE OF MANAGEMENT
OCT 17 1989
RUTGERS UNIVERSITY

AGREEMENT

Between

THE CAMDEN BOARD OF EDUCATION

-and-

THE CAMDEN ADMINISTRATORS' COUNCIL

July 1, 1988 through June 30, 1991

TABLE OF CONTENTS

<u>ARTICLE</u>		<u>PAGE</u>
	AGREEMENT.....	1
I	RECOGNITION.....	2
II	NEGOTIATIONS PROCEDURE.....	3
III	GRIEVANCE PROCEDURE.....	4
IV	ADMINISTRATORS' RIGHTS.....	10
V	COUNCIL'S RIGHTS.....	11
VI	TRANSFERS AND REASSIGNMENTS.....	13
VII	PROTECTION OF ADMINISTRATORS.....	14
VIII	ADMINISTRATOR EVALUATION.....	16
IX	ADMINISTRATION-COUNCIL LIAISON.....	18
X	PROFESSIONAL GROWTH.....	19
XI	REDUCTION IN FORCE.....	20
XII	WORK YEAR.....	21
XIII	LEAVES.....	22
XIV	COMPENSATION.....	23
XV	BUILDING PRINCIPALS' RIGHTS.....	26
XVI	AGENCY SHOP.....	27
XVII	SABBATICAL LEAVE.....	28
XVIII	MISCELLANEOUS PROVISIONS.....	30
XIX	PARTIES' ADDRESSES.....	31
XX	DURATION OF AGREEMENT.....	32
	SALARY SCHEOULES.....	33

AGREEMENT

THIS AGREEMENT, entered into this _____ day of _____,
1989, by and between the Board of Education of the City of
Camden, New Jersey, hereinafter called the "Board," and the
School Administrators Council in Camden, Inc., hereinafter called
the "Council."

ARTICLE I
RECOGNITION

A. Pursuant to the New Jersey Employer-Employee Relations Act, the Board of Education of the Camden Public Schools, Camden, recognizes the Council as the exclusive representative of the personnel designated as all principals, directors, coordinators, supervisors, dean of students, assistant principals, administrative assistants and chief attendance officers or acting in those capacities for the purpose of collective negotiations concerning the terms and conditions of employment.

B. Unless otherwise indicated, the term "Administrator" when used hereinafter in this Agreement shall refer to all professional employees represented by the Council in the negotiating unit as above-defined and reference to male Administrators shall include female Administrators.

ARTICLE II
NEGOTIATIONS PROCEDURE

A. Upon reasonable written request by the Council, the Board agrees to advise the Council in writing of the place and manner of obtaining information or documentation, pertinent to negotiations, which the Board is by law required to release.

B. The parties hereto agree to commence collective negotiations no later than December 1st of the calendar year preceding the calendar year of this Agreement's expiration. The parties' respective negotiating representatives shall not be subject to selection, control or review by the other party.

C. This Agreement shall not be modified in whole or in part except by an instrument in writing duly executed by both parties.

ARTICLE III
GRIEVANCE PROCEDURE

A. Definition

A "Grievance" shall mean a complaint by an Administrator or the Council that there has been to him/her a personal loss, injury or inconvenience because of a violation, misinterpretation or misapplication of this Agreement. A grievance to be considered under this procedure must be initiated in writing by the Administrator or Council within thirty (30) calendar days from the time when the Administrator or the Council knew or should have known of its occurrence.

B. Procedure

1. (a) Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the grievant or the Council to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step.

(b) It is understood that grievants shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and any effect thereof shall have been fully determined.

2. Any complainant who has a grievance shall discuss it first with his/her immediate superior, in an attempt to resolve the matter informally at that level.

3. If, as a result of the discussion, the matter is not resolved to the satisfaction of the grievant within five (5) school days, he/she may initiate a grievance in writing to the immediate superior, specifying:

- (a) the nature of the grievance;
- (b) the nature and extent of the injury, loss or inconvenience;
- (c) the results of the previous discussions;
- (d) his/her dissatisfaction with decisions previously rendered.

The immediate superior shall communicate his/her decision to the grievant in writing within five (5) school days of receipt of the written grievance.

4. The Administrator, no later than five (5) school days after receipt of the immediate superior's decision, may appeal the immediate superior's decision to the Superintendent. The appeal to the Superintendent must be made in writing, reciting the matter submitted to the immediate superior as specified above and his/her dissatisfaction with decisions previously rendered. The Superintendent shall attempt to resolve the matter as quickly as possible, but within a period not to exceed ten (10) work days. The Superintendent shall communicate his/her decision in writing to the grievant and to the Council.

5. If the grievance is not resolved to the grievant's or Council's satisfaction, he/she, no later than five (5) school days after receipt of the Superintendent's decision, may request a review and/or a hearing by the Board of Education. The request

shall be in writing and sent to the President of the Board of Education with carbon copies to the Superintendent and the Board Secretary. The Board, or a committee thereof, shall review the grievance and shall, at the option of the Board, hold a hearing with the grievant and render a decision in writing and forward copies thereof to the grievant and to the Council within forty-five (45) calendar days of receipt of the appeal. The referred-to hearing, if granted, shall be held within a reasonably expeditious time after receipt of the appeal notice. The Board of Education shall not be required to give reasons for its decision. If the Board makes the decision not to hold a hearing, the grievant and the Council shall be notified of this decision not later than thirty (30) calendar days after receipt of the appeal. Decisions of the Superintendent in the following matters shall be final and such decisions shall not be subject to appeal to the Board:

(a) any matter for which a method of review is prescribed by law; or

(b) any rule or regulation of the State Commissioner of Education; or

(c) a complaint of a non-tenured Administrator which arises by reason of his/her not being reemployed.

5. If the decision of the Board does not resolve the grievance to the satisfaction of the Council and the Council wishes review by a third party, it shall notify the Board through the Superintendent within ten (10) school days of receipt of the Board's decision.

7. (a) The following procedure will be used to secure the services of an arbitrator:

- (1) If one or more grievances involve the same issue, either party may submit a demand for arbitration to the Public Employment Relations Commission.
- (2) If two or more grievances involving different kinds of issues are to be heard, the parties will make a joint submission for arbitration to the Public Employment Relations Commission.
- (3) In both instances, the parties agree to be bound by the Voluntary Labor Arbitration Rules of the Public Employment Relations Commission.

(b) The Arbitrator shall limit himself/herself to the issues submitted to him/her and shall consider nothing else. He/she can add nothing to, nor subtract anything from the Agreement between the parties or any policy of the Board of Education. The recommendations of the Arbitrator shall be binding on the parties. Only the Board of Education and the aggrieved and his/her representatives shall be given copies of the Arbitrator's report of findings and recommendations. This shall be accomplished within thirty (30) days of completion of the Arbitrator's findings.

8. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum, and every effort should be made to expedite the process.

9. In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year and, if left unresolved until the beginning of the following school year could

result in irreparable harm to the grievant, the time limit set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter.

C. Rights of Administrators to Representation

1. Any aggrieved person may be represented at all stages of the grievance procedure by himself/herself or, at his/her option, by a representative selected or approved by the Council.

2. When an Administrator is not represented by the Council in the processing of a grievance [to the Superintendent or any lower level], the Council shall be notified within five (5) working days of the submission that the grievance is in process and that the Council has the right to be present and present its position in writing at all hearing sessions held concerning the grievance and shall receive a copy of all decisions rendered.

3. The Board and the Council shall assure the individual freedom from restraint, interference, coercion, discrimination or reprisal in presenting his/her appeal with respect to his/her personal grievances.

D. 1. If, in the judgment of the Council, a grievance affects any group or number of classes of employees in more than one building, the Council may submit such grievance in writing directly to the Superintendent and the processing of such grievance shall commence at that level. The Council shall have the exclusive right to pursue such grievances.

2. All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file.

3. Forms for filing grievance, serving notices, taking appeals, making reports and recommendations, and other necessary documents shall be prepared jointly by the Council and the Board and given appropriate distribution so as to facilitate operation of the grievance procedure.

E. Salary Appeals

1. A grievance involving a question of salary shall be initiated by filing a duplicate statement of grievance with the Superintendent and the Board Secretary for ruling, and right to appeal to the Board or Committee thereof, and may thereafter proceed under Section B.6. and B.7. of this Article.

F. Costs

1. Each party will bear the total cost incurred by themselves.

2. The fees and expenses of the Arbitrator are the only costs which will be shared by the two parties and such costs will be shared equally.

ARTICLE IV
ADMINISTRATORS' RIGHTS

A. Pursuant to Chapter 303, Public Laws of 1968, the Board hereby agrees that every member of the Council shall have the right freely to organize, join and support the Council and its affiliates.

B. Nothing contained herein shall be construed to deny or restrict to any Administrator such rights as he/she may have under New Jersey School Laws or other applicable laws and regulations.

C. Whenever any Administrator is required to appear before the Superintendent or his/her designees, Board or any committee of the Board representative or agent thereof concerning any matter which could adversely affect the continuation in his/her office, position or employment or the salary or any increments pertaining thereto, then he/she shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a representative of the Council or of his/her choice present to advise him/her and represent him/her during such meeting or interview.

D. No Administrator shall be prevented from wearing pins or other identification of membership in the Council or its affiliates.

E. No action shall be taken to change terms and conditions of employment without prior negotiations between the Board and the Council.

ARTICLE V
COUNCIL'S RIGHTS

A. Upon written reasonable request, the Board agrees to make available to the Council, information in its possession which it is required by law to possess, pertaining to the Camden Public School System.

B. Whenever any representative of the Council or any Administrator participates during working hours in negotiations or grievance proceedings, he/she shall suffer no loss of pay.

C. The Council may use school building facilities at all reasonable hours for meetings subject to reasonable rules and regulations which uniformly apply to the use of school facilities and subject to the approval of the School Business Administrator. Bulletin boards, Administrators' mailboxes and school mail shall be made available to the Council.

D. No later than June 1st of each school year, the Superintendent shall deliver to the Council and post in all school buildings a list of the known vacancies which shall occur during the following year.

E. As soon as practicable, and no later than July 15th, the Superintendent shall notify the Council by mail of the system-wide schedule showing the names of the transfers known to him/her at that time.

F. Normally, all individuals affected by transfers or reassignments shall be notified in writing and by mail no later

than August 16th, except in cases of emergencies or unusual circumstances.

G. One (1) copy of the current Teachers, Support and Maintenance and Janitorial collective bargaining agreements shall be maintained in each building in the office of the Principal or Director. These contracts are to be considered the property of the office, rather than the person filling the office.

H. Up to five (5) days of paid leave per year shall be made available to individuals designated by the Council for the performance of Council business, provided that advance notice of such leave is given to the Superintendent of Schools.

I. The Superintendent shall present the calendar to the Council, for its review and comments, prior to Board adoption.

Prior to Board adoption, the Council shall meet with the Superintendent to submit its recommendations for the calendar for the following year.

ARTICLE VI
TRANSFERS AND REASSIGNMENTS

A. Any changes in assignment shall be given immediately to the personnel involved and to the Council. Any changes occurring after the closing of school shall be given at the earliest possible opportunity, in writing.

B. Administrators who wish to apply for transfer to any other location shall submit their request in writing to the Superintendent.

ARTICLE VII
PROTECTION OF ADMINISTRATORS

A. The Superintendent of Schools shall appoint a committee to study incidents of assault and accident involving Administrators which may be connected with their employment. They shall file a report with the Board of Education through the Superintendent on each such incident. Membership of this Committee shall be selected from names recommended to the Superintendent by the Council, such recommendations to be submitted by July 1 of each year.

B. Administrators shall immediately report cases of assault or accident by them in connection with their employment to their Principal or other immediate supervisor. Such notification shall also be immediately forwarded to the Superintendent. The Council may consult with the Superintendent, who shall comply with any reasonable request from the Council for information in the possession of the Superintendent relating to the incident or person involved, subject to review by the Board Solicitor.

C. Joint committee of members appointed by the Superintendent and members appointed by the Council shall review emergent and non-emergent health and safety conditions.

D. The Board of Education agrees to prosecute to the fullest extent permitted by law any person or group of persons involved in an assault against an Administrator or vandalism or

theft of his/her property while such Administrator is in the performance of his/her dutiee.

E. Each school year, the Board of Education shall schedule an in-service program in each building to deal with security and safety. Such in-service shall deal with specific responsibilities of both the Administration, building and central, and teachers in working towards a healthful and safe work place.

ARTICLE VIII
ADMINISTRATOR EVALUATION

Evaluation of Administrators shall be conducted in accordance with the following procedures:

A. Formal evaluation shall be conducted three (3) times a year for all non-tenured Administrators. (Before December 31 and March 31)

B. Tenured Administrators shall be formally evaluated once a year. (Before the end of the year)

C. All ten (10) month non-tenured and tenured Administrators shall be evaluated by the designated superior.

D. All tenured and non-tenured Directors and Principals shall be evaluated by the Superintendent and/or the Assistant Superintendent to whom they report.

E. All tenured and non-tenured Supervisors, Coordinators and other twelve (12) month Administrators shall be evaluated by their designated superior.

F. Copies of the Individual Professional Improvement Plan (IPIP), Administrative Observation Form, and Administrative Annual Performance Report shall be given to the Administrator being evaluated immediately upon their completion.

G. The Evaluation Report Cards shall reflect the same items as on the summary page of the forms specified in Section F above.

H. It is recommended that the Individual Professional Improvement Plan be used in order than an effective dialogue can be held during the evaluation conference.

I. When areas are identified as unsatisfactory, written suggestions shall be given to the Administrator and reasonable time shall be given to implement them. Follow-up conferences should be held.

J. The evaluator shall employ a satisfactory or unsatisfactory scale on the Administrative Observation Form and the Administrative Annual Performance Report.

ARTICLE IX

ADMINISTRATION-COUNCIL LIAISON

A. The Superintendent shall meet with the Liaison Committee of the Council upon request of either party. The agenda of such liaison meetings shall be mutually developed by the parties and when possible shall be provided in advance of the scheduled meeting.

ARTICLE X
PROFESSIONAL GROWTH

A. Attendance at professional seminars, workshops, symposiums, etc., shall be considered a professional obligation.

B. Attendance at such meetings shall be determined by the Board upon recommendation of the Superintendent. Special requests by the Administrators for permission to attend any other such meetings shall be reviewed by the Superintendent and recommended, at his/her discretion, to the Board for approval.

C. Effective July 1, 1989, there shall be available a total of Ten Thousand Dollars (\$10,000.00) for the 1989-1990 year for tuition reimbursement. A total of Ten Thousand Dollars (\$10,000.00) shall also be available for the 1990-1991 year for tuition reimbursement.

D. Administrators may apply for tuition reimbursement by submitting a written request to the Superintendent or his/her designee a minimum of one (1) month prior to the commencement of a course. The application for tuition reimbursement shall include all reasons for taking a course or courses. In order to be eligible for tuition reimbursement, any course must be directly related to an Administrator's duties.

E. Approval of courses shall be subject to the Superintendent or his/her designee.

F. Tuition reimbursement shall be contingent on an Administrator receiving a grade of "B" or better. The Administrator must submit an official transcript upon completion of the course(s).

ARTICLE XI
REDUCTION IN FORCE

A. The present policy existing between the Board and the Camden teachers known as Reduction in Force shall be made a part of this Agreement as though set forth at length herein.

B. Reduction in Force shall be governed by the provisions of the New Jersey Education Law, Title 18A, and by the applicable provisions of the New Jersey Administrative Code, N.J.A.C.

6:3-1.10.

ARTICLE XII

WORK YEAR

A. All twelve (12) month Administrators shall have the right to schedule their twenty-one (21) days vacation subject to approval by the Superintendent and, additionally, shall not be required to report on legal holidays.

B. The maximum number of required reporting days for ten (10) month Administrators shall not exceed one hundred ninety-three (193) days. The maximum number required reporting days for other Administrators shall not exceed two hundred seventeen (217) days.

C. Any and all twelve (12) month Administrators, at their sole option, may elect to work on either or both of the days identified in the school calendar as "NJEAA Convention Days." If an Administrator elects not to work on such days, the day(s) must be made up.

ARTICLE XIII

LEAVES

A. Temporary and extended leaves of absence, including personal leave days, shall be granted, pursuant to the provisions of the Governance Manual.

B. All Administrators shall be entitled to thirteen (13) days of sick leave as of the first official day of the school year, whether or not they report for duty on that day.

C. Any personal leave day not utilized by an Administrator during the school year, at the end of the school year, shall be accumulated and added to the individual Administrator's sick leave accumulation.

ARTICLE XIV

COMPENSATION

A. Health Insurance Protection as provided by the Board to the Camden teachers via the Teachers' Contract shall be made a part of this Agreement as though set forth at length herein. Any and all premium increases levied by the carriers during the life of this Agreement, for the insurances provided Administrators, shall be borne by the Board. The premium for these insurances which are in effect on the last day of the term of this Agreement shall constitute the Board's future premium liability, unless a different sum is agreed upon by the parties during the course of contract negotiations for a successor to this Agreement.

B. Salaries

1. The salaries for the following positions for 1988-1989, 1989-1990 and 1990-1991 are set forth in the Salary Guides, attached hereto and made a part hereof: administrative assistants (10 and 12 months); assistant high school principals; assistant middle school principals; chief attendance officers; coordinators; deans; directors; elementary principals; high school principals; middle school principals; and supervisors. No Administrator shall be paid a salary beyond the maximum established on his/her salary guide.

2. In addition to the salaries listed in the Salary Guides, those Administrators with degrees shall receive the following amount: MA+15 - \$260; MA+30 - \$290; and DR - \$450. Effective 7/1/89, the stipends shall be: MA+15 - \$500; MA+30 - \$500; and DR - \$500. These stipends are cumulative.

C. Any person promoted to an administrative or supervisory position with a higher classification shall receive the following promotional increase or proceed to the minimum of the new range, whichever is higher, and shall thereafter proceed to the new range. A promotional adjustment may be modified so the person promoted is not paid beyond the maximum of his/her new position.

<u>POSITION</u>	<u>PROFESSIONAL ADJUSTMENTS</u>
High School Principals and Directors	\$1,800
Coordinators and Middle School Principals	\$1,700
Elementary Principals	\$1,600
Supervisors	\$1,600
Administrative Assistants	\$1,500
Assistant Principals - High School and Middle School	\$1,500
Chief Attendance Officer	\$1,500
Dean of Students	\$1,500

D. During the 1988-1989 school year, Administrators retiring from the Camden Schools shall be paid Sixty (\$60.00) Dollars per day for each unused sick leave day accumulated at the time of retirement. During the 1989-1990 and the 1990-1991 school years, upon retirement from the Camden Schools, Administrators shall be paid Sixty-Five (\$65.00) Dollars per day for each unused sick leave day accumulated at the time of retirement. If an Administrator dies, his/her estate shall receive the value of the accumulated sick days.

E. Administrators assigned in an acting capacity to a higher ranking position by formal action of the Board of Educa-

tion shall be compensated during the term of such assignment at the rate of pay provided for the higher ranking position. The appropriate pay level in each case shall be determined in accordance with the promotional adjustment provisions of this Article, Part C.

F. Effective July 1, 1989, in addition to those taxes already being deducted, the Board will implement the deductions for city wage tax and state taxes for residents of Philadelphia, Pennsylvania, and Delaware. This shall be at no cost to the Board.

G. Effective July 1, 1989, the Board agrees to make available a payroll deduction to the South Jersey Federal Credit Union. This shall be at no cost to the Board.

H. Effective July 1, 1989, the Board agrees to make available electronic direct deposit of employees' paychecks, provided the employees individually authorize the Board to do so. The Board shall have the discretion to select the originating bank in which it will directly deposit the paychecks of participating employees. It shall be the employee's responsibility to notify the bank with any instructions regarding the money deposited by the Board. This shall be at no cost to the Board.

I. Compensation for after school and/or summer school programs shall be at an hourly rate, which rate shall be based upon the average of the applicable year's salary guide rates for the specific position(s).

ARTICLE XV
BUILDING PRINCIPALS' RIGHTS

A. Each building principal shall have the authority, subject to review and consultation with the appropriate Director or Assistant Superintendent, and after reviewing the same with all affected personnel, to schedule his/her staff as he/she deems proper in order to effect responsible building management in accordance with Board policy.

B. Principals shall have the right to leave their buildings as per present Board policy.

ARTICLE XVI

AGENCY SHOP

A. 1. The Council will submit to the Board, prior to November 1, a list of those employees who have not become members of the Council for the then current membership year. The Board will deduct from the salaries of such employees the amount of the representation fee, which shall be an amount equal to 85% of those dues certified by the Council, and promptly transmit the amount so deducted to the Council.

2. If an employee who is required to pay a representation fee terminates his/her employment with the Board before the Council has received the full amount of the representation fees to which it is entitled under this Article, the Board will deduct the unpaid portion of the fee from the last paycheck paid to such employee during the membership year in question.

3. Except as otherwise provided in this Article, the mechanics for the deduction of representation fees and the transmission of such fees to the Council will be the same as those used for the deduction and transmission of regular membership dues to the Council.

4. On or about the last day of each month, after November 1, the Board will submit to the Council a list of all employees who began their employment in the bargaining unit position during the preceding thirty (30) day period. The list will include names, job titles and dates of employment for all such employees.

ARTICLE XVII
SABBATICAL LEAVE

A. Effective July 1, 1989, one (1) Administrator per year may be granted a sabbatical leave of absence during each school year.

B. Application for Sabbatical Leave:

1. A written application must be filed with the Superintendent no later than January 1, preceding the school year for intended leave.

2. Must have a written statement attached setting forth the purpose of the leave, plan of the activity to be pursued, nature of the proposed course of study and subjects, area of study, and anticipated value of the experience to the individual in improving his/her professional competency and ability to serve the system.

3. Application is to be submitted to the Superintendent or his/her designee and is subject to approval or disapproval by the Board.

C. Reimbursement:

1. Reimbursement will be granted at the rate equal to seventy-five (75%) percent of the salary the Administrator would have received if he/she remained on duty, plus benefits.

2. Payment or reimbursement to be made in accordance with regular payroll dates.

D. While on leave, the Administrator shall not engage in gainful employment except by written agreement with the Board. Scholarships and fellowships do not constitute gainful employment.

E. All sabbatical leave time shall be recognized for the purposes of salary increment, pension eligibility and all other employee benefits.

G. The Administrator shall agree in writing to return to his/her position (or a comparable one) in the school system for a period of at least three (3) consecutive years following the completion of his/her leave. In the event the Administrator does not return, he/she shall reimburse the Board of Education for the amount of money received for sabbatical leave.

ARTICLE XVIII
MISCELLANEOUS PROVISIONS

A. The Superintendent, or his/her designee, and one (1) representative of the Council agree to meet to review and/or amend existing programs to aid and maintain the safety of Administrators. The Superintendent has the discretion to call any such meeting.

B. Administrators required to use their automobiles for out-of-district travel for school district business beyond the 36 mile radius established by Board policy shall be compensated for such mileage at the Internal Revenue Service rate. District business travel within the 36 mile radius shall also be compensated at the Internal Revenue Service rate, but the total annual mileage reimbursement shall not exceed Five Hundred (\$500.00) Dollars.

C. Non-tenured Administrators or supervisory personnel will be notified of their contract and salary status by April 30.

D. Twelve (12) month and ten (10) month Administrators shall receive an annual longevity payment of Two Hundred (\$200.00) Dollars upon completion of fifteen (15) years of service in the District.

ARTICLE XIX

PARTIES' ADDRESSES

A. This Agreement shall be presented to all Administrators newly employed and hereafter employed.

B. Whenever any notice is required to be given by either of the parties to this Agreement, the same shall be given at the following addresses:

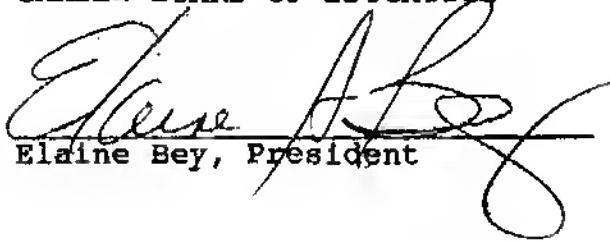
1. Board of Education
1800 Pavilion West
2101 Ferry Avenue; Third Floor
Camden, New Jersey 08103
Attention: Board Secretary
2. Camden Administrators' Council
Address of President or Council

ARTICLE XX
DURATION OF AGREEMENT

A. The provisions of this Agreement shall be effective July 1, 1988, except as herein provided, and shall remain in full force and effect to and including June 30, 1991, when it shall expire, unless an extension is agreed to by both parties and expressed in writing prior to such date.

B. In witness whereof, the parties hereto have caused this Agreement to be signed by their respective Presidents, attested by the respective Secretaries and their corporate seals to be placed thereon, on the 25th day of September , 1989.

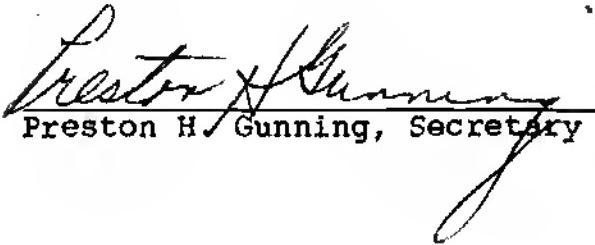
CAMDEN BOARD OF EDUCATION


Elaine Bey, President

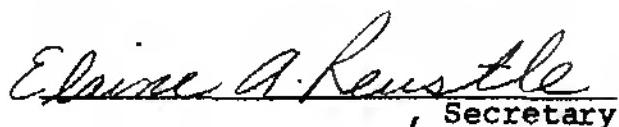
CAMDEN ADMINISTRATORS' COUNCIL


Christine Blake
Christine Blake, President

ATTEST:


Preston H. Gunning, Secretary

ATTEST:


Elaine A. Reustle
Elaine A. Reustle, Secretary

ADMINISTRATIVE ASSISTANTS
 (w/Bachelor Degree)

<u>STEP</u>	<u>10 Months</u>		
	<u>1988-1989</u>	<u>1989-1990</u>	<u>1990-1991</u>
1	21,257	22,288	23,081
2	21,400	22,788	23,581
3	21,957	22,941	24,110
4	22,893	23,538	24,272
5	23,899	24,541	24,903
6	24,268	25,620	25,964
7	24,915	26,015	27,106
8	25,560	26,709	27,524
9	26,566	27,400	28,258
10	27,574	28,479	28,989
11	28,579	29,559	30,131
12	29,585	30,637	31,273
13	30,591	31,715	32,414
14	31,598	32,794	33,554
15	32,604	33,873	34,696
16	33,610	34,951	35,838
17	34,617	36,030	36,978
18	35,623	37,109	38,120
19	36,628	38,188	39,261
20	37,628	39,265	40,403
21	38,628	40,337	41,542
22		41,409	42,677
23			43,493

ADMINISTRATIVE ASSISTANTS
 (w/M.A. Degree)

10 Months

<u>STEP</u>	<u>1988-1989</u>	<u>1989-1990</u>	<u>1990-1991</u>
1	22,450	23,566	24,433
2	22,850	24,066	24,933
3	23,000	24,495	25,462
4	23,800	24,656	25,916
5	24,722	25,514	26,086
6	25,090	26,502	26,994
7	25,799	26,896	28,039
8	26,510	27,656	28,456
9	27,517	28,419	29,260
10	28,523	29,498	30,067
11	29,529	30,577	31,209
12	30,536	31,655	32,350
13	31,542	32,734	33,491
14	32,548	33,813	34,633
15	33,555	34,891	35,774
16	34,560	35,971	36,915
17	35,566	37,048	38,057
18	36,574	38,127	39,197
19	37,580	39,207	40,338
20		40,286	41,481
21		41,365	42,623
22		42,444	43,764
23			44,906

ADMINISTRATIVE ASSISTANTS
 (w/Bachelor Degree)

12 Months

<u>STEP</u>	<u>1988-1989</u>	<u>1989-1990</u>	<u>1990-1991</u>
1	21,400	22,441	23,243
2	21,717	22,941	23,743
3	22,674	23,281	24,272
4	23,703	24,307	24,631
5	24,809	25,410	25,717
6	25,914	26,595	26,884
7	27,020	27,780	28,138
8	28,125	28,965	29,391
9	29,231	30,150	30,645
10	30,338	31,336	31,899
11	31,443	32,522	33,153
12	32,548	33,707	34,408
13	33,654	34,891	35,662
14	34,759	36,077	36,915
15	35,865	37,262	38,169
16	36,970	38,447	39,423
17	38,076	39,632	40,677
18	39,183	40,817	41,931
19	40,288	42,004	43,184
20		43,189	44,440
21		44,374	45,694
22		45,559	46,948
23			48,201

ADMINISTRATIVE ASSISTANTS
(w/M.A. Degree)

12 Months

<u>STEP</u>	<u>1988-1989</u>	<u>1989-1990</u>	<u>1990-1991</u>
1	22,600	23,727	24,603
2	23,000	24,227	25,103
3	23,624	24,646	25,632
4	24,653	25,325	26,075
5	25,759	26,428	26,794
6	26,864	27,614	27,961
7	27,970	28,798	29,216
8	29,076	29,984	30,468
9	30,182	31,169	31,723
10	31,287	32,355	32,977
11	32,393	33,540	34,232
12	33,124	34,725	35,485
13	34,604	35,509	36,739
14	35,709	37,095	37,569
15	36,816	38,280	39,247
16	37,922	39,467	40,500
17	39,027	40,652	41,756
18	40,133	41,837	43,010
19	41,238	43,022	44,264
20		44,207	45,517
21		45,392	46,771
22		46,577	48,025
23			49,278

ASSISTANT HIGH SCHOOL PRINCIPALS

<u>STEP</u>	<u>1988-1989</u>	<u>1989-1990</u>	<u>1990-1991</u>
1	27,278	28,742	29,909
2	27,778	29,242	30,409
3	28,853	29,778	30,938
4	30,009	30,930	31,505
5	31,250	32,170	32,724
6	32,493	33,500	34,036
7	33,734	34,832	35,443
8	34,977	36,163	36,852
9	36,220	37,493	38,260
10	37,462	38,828	39,668
11	38,704	40,159	41,080
12	39,947	41,491	42,488
13	41,189	42,823	43,897
14	42,431	44,155	45,307
15	43,673	45,486	46,716
16	44,916	46,817	48,124
17	46,158	48,150	49,532
18	47,400	49,481	50,943
19		50,813	52,351
20			53,760

ASSISTANT MIDDLE SCHOOL PRINCIPALS

<u>STEP</u>	<u>1988-1989</u>	<u>1989-1990</u>	<u>1990-1991</u>
1	27,208	28,667	29,830
2	27,708	29,167	30,330
3	28,574	29,703	30,859
4	29,504	30,631	31,426
5	30,505	31,628	32,408
6	31,505	32,701	33,462
7	32,505	33,773	34,598
8	33,504	34,845	35,732
9	34,504	35,916	36,866
10	35,505	36,988	37,999
11	36,505	38,061	39,133
12	37,505	39,133	40,269
13	38,505	40,205	41,403
14	39,505	41,277	42,537
15	40,505	42,349	43,671
16	41,506	43,421	44,805
17	42,506	44,494	45,939
18	43,504	45,566	47,075
19	44,505	46,636	48,209
20	45,505	47,709	49,341
21		48,781	50,476
22			51,610

CHIEF ATTENDANCE OFFICERS

<u>STEP</u>	<u>1988-1989</u>	<u>1989-1990</u>	<u>1990-1991</u>
1	21,614	22,670	23,485
2	22,114	23,170	23,985
3	22,775	23,706	24,514
4	23,486	24,415	25,081
5	24,250	25,177	25,831
6	25,013	25,996	26,637
7	25,777	26,814	27,504
8	26,542	27,633	28,369
9	27,305	28,453	29,236
10	28,070	29,271	30,103
11	28,834	30,091	30,969
12	29,598	30,910	31,836
13	30,361	31,729	32,703
14	31,126	32,547	33,569
15	31,890	33,367	34,435
16	32,653	34,186	35,302
17	33,419	35,004	36,169
18	34,182	35,825	37,034
19	34,946	36,643	37,903
20		37,462	38,768
21		38,280	39,635
22			40,500

COORDINATORS

<u>STEP</u>	<u>1988-1989</u>	<u>1989-1990</u>	<u>1990-1991</u>
1	30,519	32,216	33,585
2	31,019	32,716	34,085
3	31,987	33,252	34,614
4	33,026	34,290	35,181
5	34,144	35,404	36,279
6	35,263	36,602	37,457
7	36,380	37,802	38,725
8	37,499	38,999	39,995
9	38,616	40,199	41,261
10	39,735	41,396	42,531
11	40,852	42,596	43,797
12	41,971	43,793	45,067
13	43,088	44,993	46,333
14	44,207	46,190	47,603
15	45,325	47,390	48,869
16	46,443	48,588	50,139
17	47,561	49,787	51,406
18	48,679	50,985	52,675
19	49,797	52,184	53,942
20	50,915	53,382	55,211
21	52,033	54,581	56,478
22		55,779	57,747
23			59,014

DEANS
(w/M.A. Degree)

10 Months

<u>STEP</u>	<u>1988-1989</u>	<u>1989-1990</u>	<u>1990-1991</u>
1	25,102	26,409	27,441
2	25,602	26,909	27,941
3	26,306	27,445	28,470
4	27,063	28,200	29,037
5	27,877	29,012	29,836
6	28,691	29,884	30,695
7	29,504	30,757	31,617
8	30,318	31,628	32,541
9	31,132	32,501	33,462
10	31,946	33,374	34,386
11	32,760	34,246	35,310
12	33,573	35,119	36,232
13	34,387	35,990	37,156
14	35,201	36,863	38,077
15	36,014	37,735	39,001
16	36,827	38,607	39,924
17	37,641	39,478	40,846
18	38,456	40,351	41,768
19	39,270	41,225	42,691
20		42,097	43,616
21			44,539

DEANS
(w/M.A. Degree)

12 Months

<u>STEP</u>	<u>1988-1989</u>	<u>1989-1990</u>	<u>1990-1991</u>
1	27,663	29,155	30,346
2	28,163	29,655	30,846
3	28,937	30,191	31,375
4	29,769	31,020	31,942
5	30,664	31,912	32,819
6	31,560	32,872	33,763
7	32,455	33,832	34,779
8	33,350	34,792	35,794
9	34,245	35,751	36,810
10	35,141	36,711	37,825
11	36,035	37,671	38,840
12	36,931	38,630	39,856
13	37,826	39,590	40,871
14	38,722	40,549	41,886
15	39,615	41,510	42,901
16	40,510	42,467	43,918
17	41,405	43,427	44,930
18	42,301	44,386	45,946
19	43,197	45,347	46,960
20		46,307	47,977
21			48,993

DIRECTORS

<u>STEP</u>	<u>1988-1989</u>	<u>1989-1990</u>	<u>1990-1991</u>
1	31,100	32,839	34,244
2	31,600	33,339	34,744
3	32,658	33,875	35,273
4	33,796	35,009	35,840
5	35,020	36,229	37,040
6	36,244	37,541	38,330
7	37,468	38,854	39,718
8	38,691	40,166	41,108
9	39,915	41,477	42,496
10	41,139	42,789	43,883
11	41,890	44,101	45,271
12	43,586	44,906	46,659
13	44,809	46,724	47,511
14	46,034	48,035	49,434
15	47,257	49,348	50,821
16	48,480	50,660	52,210
17	49,705	51,970	53,598
18	50,928	53,284	54,984
19	52,151	54,595	56,374
20	53,375	55,906	57,762
21	54,598	57,218	59,149
22		58,529	60,537
23			61,924

ELEMENTARY PRINCIPALS

<u>STEP</u>	<u>1988-1989</u>	<u>1989-1990</u>	<u>1990-1991</u>
1	30,116	31,784	33,127
2	30,616	32,284	33,627
3	31,519	32,820	34,156
4	32,498	33,788	34,724
5	33,562	34,838	35,748
6	34,625	35,798	36,859
7	35,688	37,118	37,874
8	36,750	38,258	39,271
9	37,814	39,396	40,477
10	38,876	40,537	41,681
11	39,940	41,675	42,888
12	41,003	42,816	44,092
13	42,066	43,955	45,299
14	43,129	45,095	46,504
15	44,191	46,234	47,711
16	45,255	47,373	48,916
17	46,317	48,513	50,121
18	47,381	49,652	51,327
19	48,444	50,792	52,532
20	49,507	51,932	53,738
21	50,570	53,072	54,944
22		54,211	56,150
23		55,351	57,355
24			58,561

HIGH SCHOOL PRINCIPALS

<u>STEP</u>	<u>1988-1989</u>	<u>1989-1990</u>	<u>1990-1991</u>
1	31,731	33,516	34,960
2	32,231	34,016	35,460
3	33,306	34,552	35,989
4	34,472	35,704	36,556
5	35,737	36,954	37,775
6	37,004	38,310	39,097
7	38,269	39,668	40,532
8	39,534	41,024	41,969
9	40,799	42,380	43,403
10	42,066	43,736	44,838
11	43,331	45,095	46,273
12	44,596	46,451	47,711
13	45,862	47,807	49,145
14	47,127	49,164	50,580
15	48,393	50,520	52,016
16	49,658	51,877	53,450
17	50,924	53,233	54,886
18	52,189	54,590	56,321
19	53,455	55,947	57,756
20	54,721	57,304	59,192
21	55,986	58,661	60,628
22		60,017	62,063
23			63,498

MIDDLE SCHOOL PRINCIPAL

<u>STEP</u>	<u>1988-1989</u>	<u>1989-1990</u>	<u>1990-1991</u>
1	30,535	32,234	33,604
2	31,035	32,733	34,104
3	31,938	33,270	34,632
4	33,024	34,238	35,200
5	34,200	35,402	36,224
6	35,377	36,662	37,455
7	36,554	37,924	38,788
8	37,731	39,186	40,124
9	38,907	40,448	41,459
10	40,085	41,708	42,794
11	41,262	42,971	44,127
12	42,439	44,233	45,463
13	43,617	45,495	46,799
14	44,793	46,757	48,134
15	45,970	48,018	49,469
16	47,147	49,280	50,803
17	48,324	50,542	52,138
18	49,500	51,803	53,473
19	50,678	53,064	54,808
20	51,855	54,327	56,142
21	53,032	55,588	57,478
22		56,850	58,812
23			60,147

SUPERVISORS

<u>STEP</u>	<u>1988-1989</u>	<u>1989-1990</u>	<u>1990-1991</u>
1	29,553	31,181	32,490
2	30,053	31,681	32,990
3	30,950	32,217	33,519
4	31,172	33,178	34,086
5	32,952	33,416	35,102
6	33,989	35,324	35,354
7	35,027	36,436	37,373
8	36,064	37,549	38,549
9	37,101	38,661	39,727
10	38,138	39,772	40,903
11	39,175	40,884	42,079
12	40,214	41,996	43,255
13	41,250	43,109	44,432
14	42,287	44,220	45,609
15	43,326	45,332	46,785
16	44,362	46,445	47,961
17	45,399	47,556	49,139
18	46,438	48,668	50,314
19	47,474	49,782	51,491
20	48,512	50,892	52,669
21		52,005	53,844
22		53,115	55,021
23			56,196